

**Louisiana School Employees' Retirement System
Personnel Committee Meeting**

**Monday, April 10, 2006
Held Upon Adjournment of Special Board Meeting**

The Personnel Committee of the Louisiana School Employees' Retirement System convened in the Board Room (Room 100) of the Louisiana School Employees' Retirement System's Building located at 8660 United Plaza Blvd., Baton Rouge, Louisiana.

Mr. Earl Richard, Jr., - Chairman of the Personnel Committee, opened the meeting at 1:16 p.m. Roll was called.

Members Present: Mr. Earl Richard, Jr. - Chairman, Ms. Betty Crain, *Ms. Judith McKee

Members Absent: Ms. Sylvia Myers

Other Members Present: Ms. Betty Jacobs, Mr. Jeffrey Faulk, Sr., Mr. Larry Wilmer, Ms. Lori Pierce – designee for Mr. John Kennedy, State Treasurer, Ms. Stacy Sharpe – designee for Mr. Al Ater, Secretary of State

Staff Present: Mr. Charles P. Bujol - Director, Ms. Debra Dudley – Assistant Director, Ms. Jennifer Champagne – Administrative Assistant 5

*Mr. Richard announced that Ms. Judith McKee was officially a member of the Personnel Committee as of today's meeting.

EVALUATIONS OF LSERS UNCLASSIFIED EMPLOYEES

Mr. Richard informed the Personnel Committee that review of all evaluations received on the unclassified employees reflected good evaluations. He noted that everyone deserves a raise, but the decision to grant pay increases would need to be made by the Full Board.

Mr. Richard directed administrative staff to include length of service on evaluation forms for consideration in completing future evaluations.

ON MOTION BY MS. CRAIN, SECONDED BY MS. MCKEE AND CARRIED, the Personnel Committee recommended that unclassified employee evaluations be presented to the Full Board at its May 2006 Regular Board meeting for a vote on granting pay increases.

Mr. Richard directed Ms. Champagne to submit copies of the summary of evaluation forms on each unclassified employee to Board members prior to the May 2006 Regular Board meeting.

PERSONNEL COMMITTEE POLICY

Mr. Bujol presented the Proposed Personnel Committee Policy for review. It was noted that administrative staff would present this proposed policy to the Full Board at its May 2006 Regular Board meeting. The Board will be asked to discuss the proposed policy, make any changes it deems necessary, and ratify the new policy.

EVALUATION OF UNCLASSIFIED EMPLOYEES' POLICY

Mr. Bujol presented the Proposed Evaluation of Unclassified Employees Policy for review. It was noted that administrative staff would also present this proposed policy to the Full Board at its May 2006 Regular Board meeting.

Discussion was held on the proposed policy, with emphasis on the proposed performance evaluation form. It was suggested that staff remove the numerical system used in rating performance and provide a revised form that utilizes ratings of unsatisfactory, needs improvement, satisfactory, and above average under each of the categories being rated. It was noted that all three forms would be available for review when the proposed policy is presented.

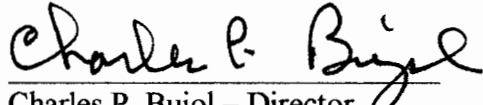
Discussion was held on the process used in voting on pay increases for unclassified employees. It was suggested that Board members vote on individual unclassified employees versus voting on unclassified employees as a group when considering granting pay increases.

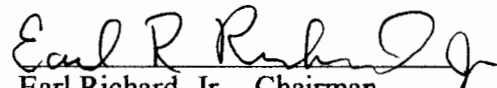
ON MOTION BY MS. CRAIN, SECONDED BY MS. MCKEE AND CARRIED, the Personnel Committee recommended that individual votes on pay increases for unclassified employees be taken and that this recommendation be considered at the May 2006 Regular Board meeting.

It was noted that this recommendation would be the first item considered by the Full Board during the Personnel Committee Chairman's report.

There was no other business to discuss.

ON MOTION BY MS. MCKEE, SECONDED BY MS. CRAIN AND CARRIED, the Personnel Committee adjourned at 1:30 p.m.


Charles P. Bujol – Director


Earl Richard, Jr. - Chairman